Current Grade	Consultant		
- How long have you been contributing at this grade * - 1 year* *- How have you been able to contribute at this grade?* * - Keep learning to acquire more knowledge, promote tech skills, and being capable of solving problems on my own. And I like doing all these stuff.* *- Are there any challenges you are facing or faced in the last cycle?* * - Yes, the challenge is that I should have learned to challenge myself more, and to think better.* *- Do you need any support?* * - Yes, I can use more push and challenges.*			

List of expectations	How have you made progress / contributed against the expectation listed ?	Status	
持续学习以提升技术水平	– 学习掌握了AWS的基础知识，通过了AWS SAA-C03考试，并且能够运用学到的知识分析处理问题。例如，在分析广告系统中campaign无法正确feed到SAS系统的incident时，帮助团队梳理了系统架构和incident发生的时间线，推动了问题的解决。 – 持续学习和思考，在满足项目技术要求的基础上深入学习，提高了分析问题和解决问题的能力。例如，关注项目的整体技术实现，不局限于当前的代码实践，主动重构和优化代码。不局限于当前的具体问题，学习掌握问题的本质，让问题解决更加全面高效，例如，在分析Notification的业务时，认识到关键在于确定发送通知的payload schema，及其在不同业务下的可扩展性，从而确定了各种测试场景以及对应的实现细节，让业务逻辑更加清晰。 – 完成了Roadmap of Backend，计划开始学习。	Completed	
成为项目重要贡献者持续推动项目交付	– 参与新业务的分析和开发工作，例如，Reporting和Notification。Reporting：依据数据分析的业务需求制定了详细的新数据管理和老数据迁移计划，让业务逻辑更加清晰，并且合理划分了实施阶段，提高了实现效率。Notification：基于对业务场景的分析，参与搭建lambda实现功能，而后完成了e2e测试，以及后续paradigm design和架构优化的ADR，以尽可能小的effort集中管理不同业务场景下的notification，并且根据action建卡，完善context，明确了后续的实施细节。 – 善于观察并发现需求或方案中客户未发现的问题或风险，并跟踪事件进展，推动问题解决。例如，发现feature计划中对一些场景缺乏考量而产生诸如数据显示异常、功能缺失甚至出错等问题，及时同步团队，建卡补充context，简单fix直接修复，复杂fix提供option，帮助维护和提升项目的交付质量。此外，主动关注项目变化，帮助团队快速适应。例如，发现测试账号管理政策变更后，立刻联系相关团队建立新的测试账号，确保了项目的连续性和开发工作的顺利进行。	Completed	
在团队内部进行知识分享	– 计划进行fp-ts的session分享，学习了一些基础概念，still in progress.	In Progress	

				100%	80%	60%	40%	20%	10%

Current Grade	Consultant			
I have been playing the role as a Consultant Developer for the past 2 years and 8 months, focusing on software development across various projects. During this time, I continuously learned new technologies and championed best coding practices. Additionally, I actively participated in business analysis and story grooming sessions to ensure accurate requirements and acceptance criteria definition. Embracing new technologies has been challenging, but overcoming these challenges has been rewarding and has boosted my confidence and satisfaction in my work. Moving forward, I am keen to further enhance my skills to better contribute to my team and the organization				
List of expectations	**How have you made progress / contributed against the expectation listed ?**	**Status**		
Get introduced with Distributed systems concepts	*I enrolled in a course to explore the fundamentals of distributed systems design as a beginner, aiming to grasp essential concepts underlying architectural decisions in my project. This initiative is preparing me to tackle greater challenges and progress towards becoming a senior developer at ThoughtWorks.*	In Progress		
Acquire proficiency in Quarkus and gRPC, technologies utilized in my current project and unfamiliar to me	*I started a course on Udemy to learn Quarkus and relate it to my experience with Spring Boot. I actively took on development tasks using Quarkus, like implementing Kafka streams, to help our team deliver user stories on time and move closer to our goals.*	Completed		
Apply technical skills and ThoughtWorks best practices such as TDD and clean coding principles to deliver high-quality work and establish standards within the team.	*I've demonstrated TDD and coding best practices while building applications. I've discussed with my team how we can improve areas that didn't meet these standards. During pairing sessions, I always talk about ways to refactor code with my pair. As a team, we've delivered high-quality applications that showcase ThoughtWorks' standards to clients and ensured all developers are aligned with these practices.*	In Progress		
Participate in Recruiting	*- TW has been hiring actively recently, so I contributed by posting about the same on LinkedIn and also referring people in my circle whom I felt as best fit for TW and could add lot of value* *- I have attended Interview readiness 101 training and also got the opportunity to shadow in couple of tech interviews. I have been very active in TW interview channels and quickly signed up when there were was a requirement of a pair/shadow for interviews* *- With this I have understood how interviews are taken, making myself ready to be interview as an anchor in future hopefully* *and also helping TW in hiring great developers*	Completed		
		Blocked		

Current Grade	Sr Consultant			
- I have been playing the role of Senior Consultant for more than 2 years. - I have been able to identify and lead implementation of practices and processes that will optimize quality and delivery efficiency. I have also been able to setup a good rapport with the client and other stakeholders. - There are few challenges like navigating ambiguities and influencing other teams especially when they work in isolation. I would like inputs on how I can get better at these				
List of expectations	**How have you made progress / contributed against the expectation listed ?**	**Status**		
I would like to optimize and refactor the codebase so that it adheres to latest technologies and practices(Given that it's a legacy project and has deprecated code and practices)	- Timely collaborated with Product Owner and Domain Architect to explain the priority of the tasks associated. - Since I am working as an individual contributor in frontend, it was important to come on the same page with the stakeholders regarding the importance of such Technical cards along with deliverables. - The application is optimized and the load time has improved significantly. It has also reduced vulnerabilities that could cause security risks.	In Progress		
To help the client team ramp up on TWs ways of working and agile practices	- Identified the practices that were not being followed in the team. Considering the team dynamics and culture, introduced the practices at a pace comfortable for the entire team to adapt. - Some of the practices have helped the team to combat sprint spillovers. Also, helped in identifying tech debts and managing them. It has also fasten the delivery with lesser knowledge silos.	Completed		
Introduce relevant metrics to be able to quantify the value of what we are delivering	- Showcased the value of metrics through a small POC. Once the clients were okay, the framework was setup and deployed. - Some metrics helped us to know the performance of the application and take improvement measures accordingly. Other metrics helped to know how the team can improve on estimations and planning.	Completed		
		Blocked		